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CENTRAL INTELLIGENCE AGENCY

INFORMATION REPORT

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This is UNEVALUATED

THE SOURCE EVALUATIONS IN THIS REPORT ARE DEFINITIVE.
THE APPRAISAL OF CONTENT IS TENTATIVE.
(FOR KEY SEE REVERSE)

1. The Labor Regulations which were passed in Poland on 1 May 1951 bind every man working for the government, municipalities, cooperatives, public institutions, and for the Communist Party. Persons employed by academic institutions and universities, including professors and students, must also observe these regulations.
2. The Attorney General's office (Prokuratura) is charged with enforcing this bill, and public attorneys frequently visit places of work to see that the law is being observed correctly.
3. If a person wishes to find employment, he may register at one of the labor exchanges (Biura Posrednictwa Pracy) which are located in all larger towns. The procedure, however, is long and complicated, and rarely yields practical results. Organizations, factories, and other places of employment usually obtain labor through their cadre departments. The cadre departments advertise secondary jobs in newspapers, while important administrative positions are filled by appointments through higher quarters, after approval by Party authorities.
4. A person applying for work at a cadre department must submit a written biography and fill in an eight-page questionnaire which includes date and place of birth, education, family status, social origin of parents, membership in prewar (Sanacja) parties or Zionist parties, details concerning previous positions held, and information concerning relatives living abroad. Before a person is hired, his past record is checked at his previous place of employment, and he is finally hired for an initial three-month trial period.
5. When a person applies for work at a sensitive plant or organization, standards for employment become more rigorous. In addition to supplying the necessary questionnaires and papers, security authorities carefully check the past reliability of the prospective employee, and it takes at least one month to obtain a decision regarding employment.

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6. In selecting a candidate for a position, his political attitude is usually more decisive than his vocational training. Various planning offices (Biura Projektow), however, employ many engineers and technicians whose strong anti-regime views are well known. The reason for this is that there is still a shortage of experienced technical men among the younger generation.
7. After a person finds employment with any organization or industry, he is immediately subject to many additional rules and regulations. The first time that an employee is twenty minutes late to work or less he receives a verbal admonition from his employer. On his second offense a stern warning is given, and his tardiness is entered in his personnel file. If an employee is one hour late for work he is regarded as having been absent for the whole day.
8. An employee who is absent from work for one day has three days wages deducted if he cannot produce an official document justifying his absence. If a person is absent from work for three days or more during the course of one year, his case is submitted to a court of law, and if it is his first infringement, he is usually sentenced to lose 10 or 20 percent of his wages for three or four months. For a second infringement the sentence is proportionally more severe.
9. If a person is absent from work because of sickness he must produce a statement from the regional physician (Lekarz Rejonowy). The regional physician may authorize three days absence from work and an extension of a further six days. Authorization to stay away from work for more than nine days can only be issued by a medical committee. In exceptional cases, when an employee is not absent more than one day, a certificate by the factory council (Rada Zakladowa), which consists of a group of trade union representatives, is considered sufficient.
10. Every office and factory has a list at its entrance which must be signed by every employee as he enters the building. The list is posted at the entrance half an hour before the opening of work, and is forwarded to the cadre department at the opening of the working day. Every morning the cadre department enters the names of all absentees on special forms which give reasons for absence and any other pertinent remarks. All forms are passed on to higher authorities for appropriate action. In addition the cadre department reports all absences every month to the Party authorities.
11. When a person temporarily leaves his job to visit other organizations or do errands, he is given a special permit (Delegacja) which must be countersigned, noting the exact time of arrival and departure, by designated authorities, at the organization visited. Every institution or factory usually employs one or more clerks to keep records of employees and visitors coming to or leaving the building.
12. According to Paragraph 32 of the labor regulations, an organization or factory may dismiss an employee without advance notice if he has disobeyed the instructions of his superiors, committed theft, embezzlement, or similar crimes.
13. However, if an employee decides to quit he must give three months advance notice. If the employee is still in his trial period, he must give two weeks advance notice. In practice it is particularly difficult for an employee to quit his job because he needs his employer's approval in order to be received at any other place of work.
14. It is extremely difficult to obtain a release from work in some sections of the economy, especially in the field of industrial building, where technicians and engineers were once obliged to work for two years. This, however, was an exceptional measure which was not renewed, although graduates from academic institutions are still obliged to work for two years in any place assigned to them.

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15. People dismissed from government work usually find employment in the collective sector, where security checks are less severe. A man skilled in any trade, craft, or profession usually has an easier time finding a job, but unemployment is spreading among clerical and administrative personnel. The best off are the unskilled manual laborers, for whom the demand is very great. It is worth pointing out that while discipline is strictly enforced in offices and factories, building workers are treated very leniently. On many occasions 30 to 40 percent of the workers employed on building sites do not show up for work on Mondays, and these workers often quit their jobs without giving advance notice, and no action has been taken concerning them. Most of them are peasants who come to work from their villages.
16. There are still many residents in Poland who do not work, and are not obliged to do so. Their means of livelihood are rarely checked upon, but these persons usually hold certificates explaining their idleness (doctor's certificate that they are ill, a certificate that they are existing on gift parcels from abroad, etc.). They usually produce these certificates if they are questioned.

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